



## SH CAREER PATH

Ship's Servicemen are responsible for managing and operating all shipboard retail and service activities. These include the ship's store, vending machines, barber shops and laundry. They play a large role in the morale of the ship.					
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
25-30	SHCM	24.4 Yrs	CSEL	36	Follow on Sea/Shore Tours.
22-25	SHCM SHCS	24.4 Yrs 18.2	CSEL, 3MC	42	4 <sup>th</sup> Sea Tour Billet: Dept/Services/DivLCPO/CSEL. Duty: NCHB/NAVELSG/AS/LCC/ LHA/LHD/CVN. Qualification: Senior Enlisted Academy.
19-22	SHCS SHC	18.2 Yrs 14.5	CSEL, Equal Opportunity Advisor, RDC, Camp David, Brig Duty, Officer/Enlisted Recruiter	36	3 <sup>rd</sup> Shore Tour Billet: Rating Specialist/Inspector/Trainer/Instructor/ISIC SH/ Curriculum Manager/LCPO. Duty: NEXCOM/ATG/FLC/CSS/LCSRON/ /Navy Medical/ Dental/Health Center/NAVCRUITCOM.
15-19	SHCS SHC	18.2 Yrs 14.5	LDO, OCS, MECP, CSEL, 3MC	48	3 <sup>rd</sup> Sea Tour Billet: Dept/Services/DivLCPO. Duty: LSD/LPD/AS/LCC/LHA/LHD/CVN.
13-15	SHC SH1	14.5 Yrs 9.9	Equal Opportunity Advisor, RDC, Camp David, Brig Duty, Officer/Enlisted Recruiter	36	2 <sup>nd</sup> Shore Tour Billet: Detailer/Inspector/Instructor/ Rating Specialist/Curriculum Manager/ BEQ/Housing Staff/ Retail Operations/LCPO/LPO Duty: NPC/ATG/CSS/FLC/NEXCOM/ CNIC/NAVSTA/Navy Medical/Dental/Health Center. Qualification: NAVLEAD.
8-13	SH1 SH2	9.9 Yrs 5.7		54	2 <sup>nd</sup> Sea Tour Billet: LPO/WCS/Barber/ROM II Tech/RetailOps/Laundry Supervisor. Duty: Ship/Amphibious Construction Battalion.
5-8	SH1 SH2	9.9 Yrs 5.7	STA-21, OCS, MECP, Naval Academy, NROTC, RDC, White House, Camp David, Brig Duty, Officer/Enlisted Recruiter, Drug & Alcohol Counselor, USS CONSTITUTION, Navy Ceremonial Guard	36	1 <sup>st</sup> Shore Tour Billet: LPO/Instructor/Trainer/Barber/ ROM II Tech/Retail Ops/Laundry Supervisor/BEQ/Housing Staff. Duty: NAVSTA/CNIC/FLC/CSS/NETC Qualification: NAVLEAD.
1-5	SH2 SH3	5.7 Yrs 3.6		56	1 <sup>st</sup> Sea Tour Billet: RetailOps/Laundry/Barber. Duty: Ship/Amphibious Construction Battalion. Qualification: ESWS/EAWS/SCW.
1+/-	SHSN SHSA Accession Training	1.3 Yrs			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.

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Notes:

1. “A” school is not required.
2. SH’s follow a Sea/Shore Flow as per NAVADMIN 190/16.

### **Considerations for advancement from E6 to E7**

1. Sea Assignments (all)
  - Recordskeeper or LPO
  - Qualified OOD(I/P)/JOOD
  - DCTT team or other Training Team member/Repair locker leader or other Damage Control organization involvement
  - Primary or assistant Command Collateral with documented impact
  - FCPOA involvement
  - Assistance watchbill coordinator
2. Shore Assignments (all)
  - ATG, Fleet Assistance Team, SH “A” or “C” School Instructor
  - Instructor Duty, RDC, Enlisted Recruiter
  - NAVMED, BEQ/Housing Manager/Staff, Brig Duty, OCONUS Billets
  - Qualified CDO

### **Considerations for advancement from E7 to E8**

1. Sea Assignments (all)
  - Department LCPO/ LCPO
  - Qualified OOD(I/P), Section Leader, and other outside the normal scope (ie: ATTWO, OOD(U/W), Conning Officer, CDO)
  - DCTT team or other Training Team member/Repair locker leader or other Damage Control organization involvement
  - Command Collateral with documented impact
  - Active CPO Mess/Association involvement
2. Shore Assignments (all)
  - TYCOM, ATG, NEXCOM, Fleet Assistance Team Lead (OCONUS/CONUS)
  - RDC
  - NAVMED, BEQ/Housing Manager/Staff, Brig duty, OCONUS billets
  - Qualified CDO

### **Considerations for advancement from E8 to E9**

1. Sea Assignments (all)
  - Department LCPO/Services LCPO(CVN) at Sea/Operational
  - Qualified OOD(I/P), Section Leader, Enlisted Watchbill Coordinator, and other duties outside the normal scope (ie: ATTWO, OOD(U/W))
  - DCTT team or other Training Team member/ Repair locker leader or other Damage Control organization involvement
  - Command Collateral with documented impact
  - Active CPO Mess/Association involvement
2. Shore Assignments (all)
  - Served as SEL/LCPO TYCOM, ATG, NEXCOM, Detailer, Fleet Assistance Team Lead (OCONUS/CONUS)
  - Qualified CDO